



# US Army Recruiting Command



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## **G3 Training Division**

Mr. Phil Tabor, Division  
Chief



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# Training Division Functions

- Provides Training Management for all USAREC Organizational and Institutional Training
  - Army Mandatory Training Tasks
    - Mission Essential Tasks (METL)
    - Identifies Organizational needs and validates Institutional Training
    - Leader Development
    - New Training Product Testing and Training
- Serves as USAREC Training Development Branch
  - Distributed Learning Modules
    - ❖ Articulate Studio, Articulate Storyline, Lectora, Captivate
  - Training Support Packages
  - Programs of Instruction (POI)
  - Video Production
  - Test Development and Administration (Articulate)
  - Learning Management System Platform Administrator
    - ❖ Virtual Classroom Server (VCS), Blackboard
  - Defense Connect Online (DCO) Virtual Conference Platform



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# How We Train

## Recruiter Development Example:

### Institutional (Basics)

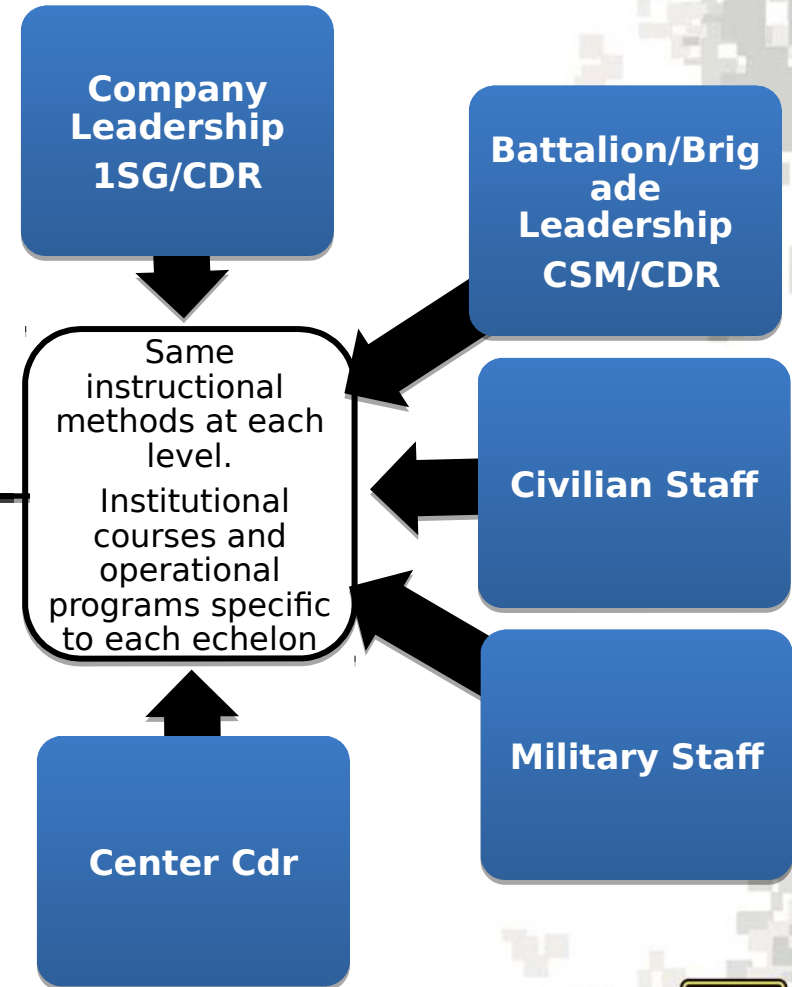
- Army Recruiter Course
- Health Care Recruiter Course

### Operational (Advanced)

- Advanced Training Program (ATP)
  - ❖ Assessment and Hands-on training
- Assistant Center Commander Program
  - ❖ Virtual Classroom Server (VCS)
  - ❖ Distributed Learning (DL) Module
  - ❖ Leader/Staff to Individual training
- Mandatory Training (25+ Topics)
  - ❖ Distributed Learning
  - ❖ Facilitation
  - ❖ Virtual Classroom Server (VCS)
- Individual Development Plans (IDP)
  - ❖ Distributed Learning
  - ❖ Facilitation
  - ❖ Virtual Classroom Server (VCS)
  - ❖ Leader/Staff to Individual training

### Self-Development

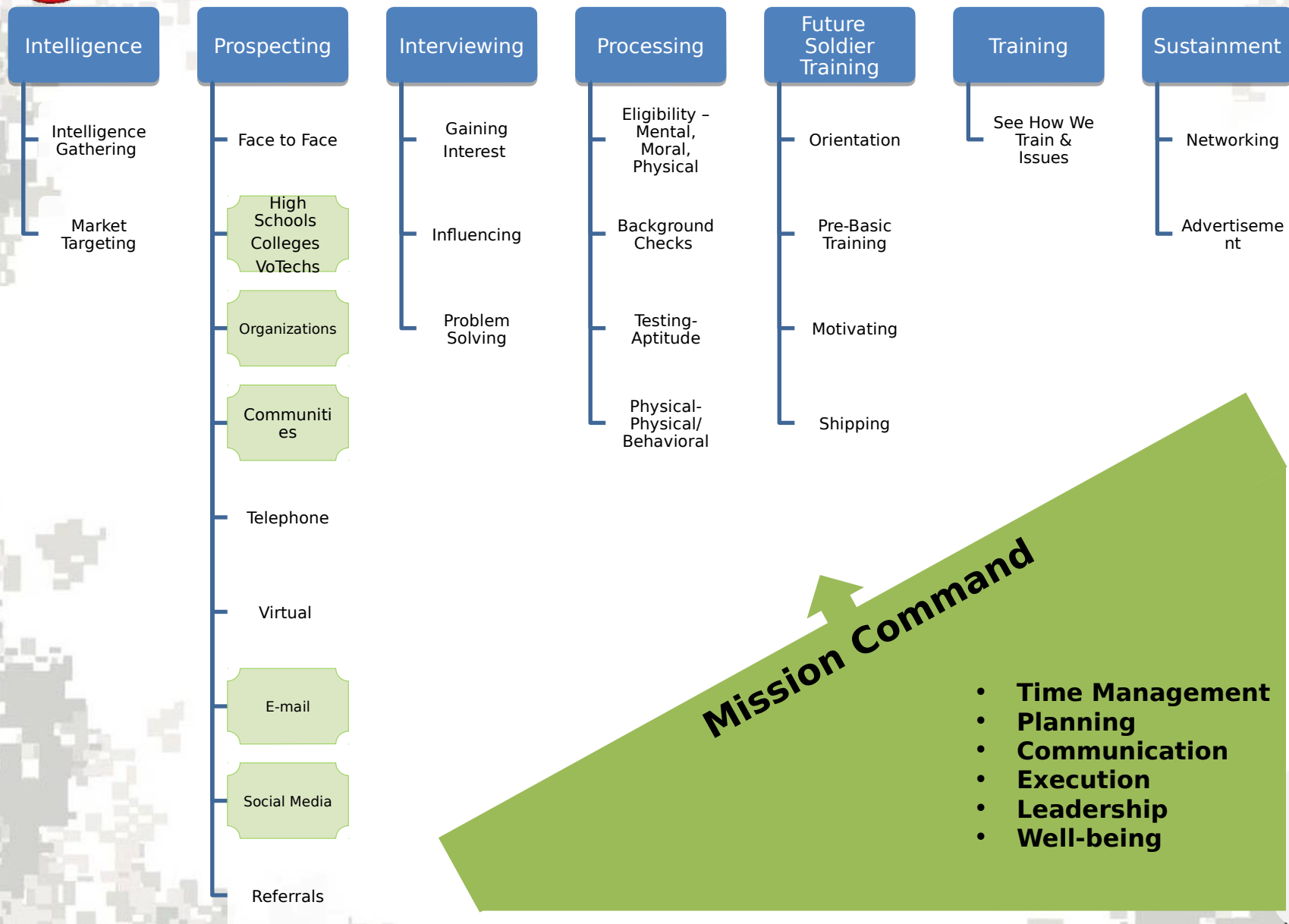
- Structured-Mandatory DL
- Guided-IDPs
- Personal
  - ❖ College Courses
  - ❖ Reading List
  - ❖ Seminars



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# Key Tasks





# Training Issues

- Geographical dispersion of independent units does not facilitate face-face/collective training
- Connectivity in rural settings limits the use of streaming products
- Training products repository are behind the firewall requiring CAC/secure login
- Training product development does not effectively capture all learning styles in an interactive manner
- Current training product capabilities does not include avatar/interactive methods
  - Branching techniques are labor intensive
- Training issues reduce Self-Development capabilities for USABEC specific training



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# Areas of Interest

- Readily available products/capabilities outside the firewall
- Training products that develop critical/adaptive thinking
- Training products that are generationally acceptable
- Training products that exploit social media venues
- Training products with functionality using mobile devices
- Advanced Interactive products (Avatar)
- Training products that are quickly modifiable to meet new mission/environmental/societal changes



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